

RECORD OF THE REGULAR MEETING OF THE BROOKLINE SCHOOL COMMITTEE HELD ON **THURSDAY, OCTOBER 6, 2016** AT 6:00 PM IN THE JAMES F. WALSH SCHOOL COMMITTEE ROOM, 5<sup>TH</sup> FLOOR, TOWN HALL. STATUTORY NOTICE OF THIS MEETING WAS FILED WITH THE TOWN CLERK.

School Committee Members Present: Ms. Ditkoff (Chairman), Mr. Pollak (Vice Chairman), Mr. Chang, Ms. Charlupski, Mr. Glover, Dr. Jackson, Ms. Scotto, Ms. Stone, and Ms. Stram. Also present: Mr. Bott, Ms. Dunn, Ms. Gittens, Mr. Lummis, and Ms. Coyne.

Others Present: Mr. Simmons.

**1. ADMINISTRATIVE BUSINESS**

**a. Calendar**

Ms. Ditkoff called the meeting to order at 6:00 PM. She noted upcoming events on the calendar.

**b. Consent Agenda**

**ACTION 16-64**

On a motion of Dr. Jackson and seconded by Mr. Chang, the School Committee VOTED UNANIMOUSLY to approve the items included in the Consent Agenda.

- i. Past Record: September 22, 2016 School Committee Meeting
- ii. Acceptance of Funds: D. Blakely Hoar Trust (Attachment A)

**2. SUBCOMMITTEE REPORTS**

**a. Finance**

Ms. Stram reported that the next meeting of the Finance Subcommittee will take place on October 17, 2016. The agenda will include review of FY 2017 Grant Awards, Public Schools of Brookline Scholarship Funds, the FY 2016 4<sup>th</sup> Quarter Financial Report, and the Financial Projection plan and approach.

**b. Capital Improvements**

**i. Proposed Vote to approve the “Third Extension to Lease” of the Kennard House to the Brookline Music School, which would extend the Music School’s lease of the property for twenty years**

Mr. Pollak reported the Capital Improvements Subcommittee met earlier this evening to review the proposed Brookline Music School lease extension. The Subcommittee voted two in favor and one opposed to recommend that the School Committee approve the third extension to lease of the Kennard House to the Brookline Music School, which would extend the Music School’s lease of the property for twenty years (Attachment B), pending Town Counsel’s approval as to form. Mr. Pollak explained the terms of the proposed lease, including sections on 1) Monthly Rental and/or Other Benefits and Capital Improvements and 2) School Use. The proposed lease incorporates the relevant historical documents.

Ms. Stone spoke in support of the proposed lease, noting that supporting this collaboration benefits Brookline children and that the Kennard House is not capable of providing a long-term or even short-term solution to Lincoln's space problem. Ms. Charlupski expressed deep appreciation for the Brookline Music School, both the work they do and their level of collaboration, but expressed concern with the length of the lease. We do not know what will happen with the 9<sup>th</sup> school and are in a situation now that is unknown. The property is too important to sign away for twenty year. She believes it is her fiduciary responsibility to vote no on this lease at this time. Ms. Stram agreed with Ms. Charlupski. She greatly appreciates this partnership, but is uncomfortable with a lease of this term given the uncertainty. Ms. Ditkoff spoke in support of the proposed lease, noting that it is not possible to raze the building; it is not cost effective to move or reconfigure it; and it is not appropriate to use as is for many of our needs. The uses that are possible, e.g., some classroom space, are being explored through existing relationships, and this is going well. We have a long and positive history with the Brookline Music School. It is an important community asset and our support is in line with our commitment to education that extends beyond our schools. Ms. Scotto stated that Brookline Music School is a cultural institution we need to support. The building is on the National Register and is protected from certain changes.

**ACTION 16-65**

On a motion of Mr. Pollak and seconded by Ms. Scotto, the School Committee VOTED, with 6 in favor, 2 opposed (Ms. Charlupski and Ms. Stram), and 1 abstention (Dr. Jackson), to approve the third extension to lease of the Kennard House to the Brookline Music School, which would extend the Music School's lease of the property for twenty years starting 2018, as shown in Attachment B, pending Town Counsel's approval as to form.

**c. Curriculum**

Ms. Scotto reported that the Curriculum Subcommittee met on September 29, 2106 to review District MCAS result and Accountability Levels. The administration is in the process of analyzing the data. The State no longer releases the questions after the test, which makes the test a less useful tool. Ms. Ditkoff noted that the administration is looking at the data in a more holistic manner. The School Committee will be looking at the other pieces at an upcoming meeting to get a more complete picture. Ms. Stone stated that she appreciates that the conversation is not about teaching to the test and improving scores, but rather is on analysis of student achievement and a window into where particular students are struggling or have strengths. The objective is to have students achieve, not to have them do better on MCAS. Dr. Jackson noted that MCAS is not designed with individual student growth in mind. It is designed to provide systemic understanding of performance in a district for groups of students. It can help us learn what our system needs to do to improve. It is important to use the right tool for the right challenge.

**d. Government Relations**

Ms. Stone had nothing to report at this time.

**e. Policy Review**

**i. Proposed Public Schools of Brookline Meal Charge Policy (1<sup>st</sup> Reading)**

Dr. Jackson and Ms. Dunn presented the proposed PSB Meal Charge Policy (Attachment C). Dr. Jackson stated that the purpose of this policy is to establish consistent meal account procedures throughout the district and to protect the solvency of the food service revolving fund. The goals of this policy are to: establish a consistent district policy regarding meal charges and collection of charges; ensure all families and students are treated with dignity regarding meal accounts; and ensure compliance with the United States Department of Agriculture (USDA) regarding meal charges and balances. At a later date the Subcommittee will be recommending changes to other PSB food related policies and will be adding a preamble that explains our goals for all food related policies. Ms. Dunn explained that the USDA requires us to have a Meal Charge Policy. When she arrived the Revolving Fund had a sizable debt and was subsidized by the Operating Budget. Ms. Dunn stated that provisions are in place to support students with financial difficulties. She referred to the draft Administrative Directive to staff on how to implement the policy. They want students nourished and ready to learn and want to treat them with dignity and respect. The draft Policy and Administrative Directive went to the Wellness Committee and we expect to get feedback.

Ms. Charlupski noted that under the Administrative Directive, high school students with a zero balance would not get lunch. Ms. Dunn stated that this reflects the higher responsibility level of students at that age. A high school student more than likely will get a meal, even with a zero balance. Ms. Charlupski recommended that this be clarified in the Administrative Directive. In response to a question from Ms. Scotto, Ms. Dunn explained how children are notified that they have a low or negative balance and the implications. She noted practices in other communities where she has worked. Generally, principals are given some parameters and some flexibility. The conversation should not be with the cashier in the lunch line. Ms. Ditkoff noted that some of the impacts are for parents/guardians and some are for students. She suggested that the Subcommittee review the impacts to make sure the Policy and Administrative Directive are consistent. Ms. Stone noted that the impacts would only occur when there are balances owed with no response from the parent/guardian.

Dr. Jackson reported that the next meeting of the Policy Review Subcommittee will take place on October 13, 2016. The agenda will include: continued review and discussion of the proposed PSB Meal Charges Policy, if needed; discussion of the proposed PSB Hazing Policy; and discussion of proposed procedures/policies related to Opioid Use.

**f. Additional Liaisons and Updates**

Mr. Chang reported that he attended a Special Education Parent Advisory Council (SEPAC) meeting on September 29, 2016. Mr. Zimmerman provided an update on new developments and proposed the possibility of quarterly evening meetings with parents and a weekend conference. Mr. Chang reported that the Net Zero Ninth School Committee (a Subcommittee of the Climate Action Committee) met earlier today. The

Committee will bring its findings to the School Committee. Ms. Charlupski reported that she attended a BEEP Connections meeting on October 5, 2016. The group includes representatives from a number of community agencies that share information and collaborate for pre-school children. Discussion included updates on current programs, new initiatives, and the status of grants. Ms. Charlupski reported that she attended an EDCO Collaborative Board meeting. EDCO plans to reduce our dues by half. Mr. Pollak reported that the Devotion School Building Committee met earlier today. Discussion included concerns about vibrations and contractor parking. The sub-bids were opened. Demolition is near completion. The project is on time and on budget. Mr. Glover reported that the Steps to Success Board met last week. Discussion included an update on staffing.

### **3. PUBLIC COMMENT**

Richard Nangle, Precinct 15 Town Meeting Member, spoke in support of building the ninth elementary school at Baker, not Baldwin. He noted traffic and walkability issues and referred to the Architects' findings. He would look forward to supporting a debt exclusion for a school at Baker, but does not believe that a school at the Baldwin site would get enough votes to be approved. He stated that parents of young children that live in the Baldwin area want the school to be at Baker.

### **4. SUPERINTENDENT'S REPORT**

Mr. Bott provided the following report:

#### **School Visits**

*On Tuesday, September 27, I visited BEEP Beacon. During this visit I spent the first hour of the day touring all five classrooms. I was able to observe arrival, morning movement, and morning meeting in two classes. In each of these morning meetings, teachers brilliantly set an incredibly positive tone for the day, brought the group of three, four and five year olds together, incorporated movement and song, and embedded a great many literacy skills seamlessly into this time. In addition to the incredible instruction and the remarkable work around building a positive school climate, the BEEP Beacon team has already displayed a great deal of student work. Displays included one titled Every Picture Tells a Story, capturing the powerful stories our youngest students have to share with us all, and one titled The Color of Us, celebrating the wide ranging diversity of our students. We have a remarkable team of early childhood educators throughout our PK-12 school system and I am thrilled to share their great work with you.*

*Later in the day I was able to spend time visiting Pierce School. Over the course of this visit I spent time with Vice Principal Dan Green at first grade lunch, with a group of sixth grade students watching the first presidential debate (watching it during their own lunch time in preparation for a class discussion about the debate planned for class that afternoon), a visual arts class where students were learning about positive and negative space, and a third grade class writing postcards highlighting the many special and unique characteristics of Brookline and the Greater Boston area. I had the opportunity to follow up this initial visit with a second visit to Pierce on Tuesday, October 5, when I*

*had the distinct pleasure of observing eighth grade students simulating the Constitutional Convention of 1787. I joined the fifth day of the convention, where the delegates were debating whether the federal government should be granted taxation authority. Through this work, students are not only learning a great deal about United States history, but they are also learning the complexities of debate, compromise, and the legislative process.*

*Also on October 5, I observed a wide range of quality literacy instruction in fourth, fifth, and sixth grade classrooms at Driscoll. Sixth grade students had read and analyzed a memoir as a first step in the process of writing their own memoirs. Fifth grade students were discussing a nonfiction piece they had read about the Hyperloop concept developed by Elon Musk, and were using the information they learned to analyze the potential benefits and drawbacks of this new transportation concept. And in the fourth grade class, the Driscoll literacy coach and homeroom teacher were partnering to teach and support the development of new analytical reading skills. The literacy work across these classes demonstrates the variety of ways teachers can use the many different components of a literacy framework to work towards achieving our common goals. As with BEEP Beacon, there are remarkable displays of student work capturing the learning of September on display throughout the halls of Driscoll.*

**November 8 Professional Development Day: Interrupting the Cycle of Racism – What Can I Do?**

*We are preparing for the November 8 Professional Development Day to be an extraordinary day for all teachers and school staff. The day is titled Interrupting the Cycle of Racism – What Can I Do? and we are working closely with acclaimed author and recently retired president of Spelman College, Dr. Beverly Daniel Tatum, to make it a day that will be memorable and will spark action in the short term and for years to come.*

*All of our PK-12 educators, including teachers, paraprofessionals and administrators, will start the day at Brookline High School to hear Dr. Tatum's keynote address, designed to help us understand the cycle of racism and what we can do as individuals and as educators to break it. Then, after a Q&A session with Dr. Tatum, faculty and staff will engage in facilitated discussions related to her talk. After these discussions, staff will return to their buildings for lunch. The afternoon's work will be organized by each school and continue the focus on our district core values of Respect for Human Differences and Educational Equity. We anticipate that the combination of having a shared experience at the high school in the morning and then having each school use the afternoon to tailor the work to its specific context will be particularly rich. Our collective commitment to the work of educational equity and respecting our diverse backgrounds and cultures is steadfast. This day is an important, collective step forward in our work together to provide equitable educational experiences and reach equitable outcomes for all Public Schools of Brookline students.*

*I want to thank the Brookline Education Foundation for their generosity in supporting this work and providing the funding for Dr. Tatum's visit. I would also like to invite members of the School Committee to join us at BHS for the keynote, Q&A, and debrief sessions on November 8.*

**Improving our Teacher Evaluation Process - Office of Teaching and Learning Update**

*In response to the results of last year's Staff Survey, we have been working to improve the evaluation process. When only 24% of staff say that they learn quite a bit or very much from the evaluation process and only 38% of staff respond that the feedback they receive is quite a bit or very useful, it's clear there is room for improvement.*

*Last week Deputy Superintendent Nicole Gittens outlined a vision for improving the educator evaluation process. In her letter, Ms. Gittens highlighted that we will focus evaluation supports this year on a more limited number of elements in the educator evaluation rubric: Adjustment to Practice, Sharing Conclusions with Students, Meeting Diverse Needs, Student Engagement, High Expectations, and Reflective Practice.*

*I am very pleased with the work we are doing to move the evaluation process from an effort in compliance to a collaborative one that supports teachers with focused and meaningful feedback. Our work on evaluation is a great example of the priorities I stated before the school year began: reestablishing our commitment to collaboration, prioritizing and focusing our work, and ensuring that our system supports the success of all of our students. Focusing on these six elements will help us better support our wide range of students and will highlight the importance of working together to reflect on and improve our practice. And, as Deputy Superintendent Gittens said in her letter, principals, vice-principals and coordinators will collaborate to improve the way we provide feedback to teachers and staff.*

*It is important to note that the improvements we're making are not changes to the evaluation process, to the rubric used as a part of this process, or to the prior evaluation agreement. Rather these are changes to the perspective from which administrators will view evaluation supports, changes to the supports that will be offered throughout the process, and changes to the way in which professional development will be better aligned to address our collective work in meeting the district's goals.*

**Honoring Margaret Metzger by Honoring Our Colleagues**

*Margaret Metzger (1945-2013) taught English at Brookline High School for over forty years, influencing thousands of students and educators through her teaching, writing, and mentoring. The Brookline Education Foundation created a unique fellowship in her honor to be awarded to Brookline educators to support the continuation of writing about and reflecting on the craft of teaching.*

*On September 30 the Brookline Education Foundation recognized the 2016 Margaret Metzger Fellowship grant recipients at an event at the Lincoln School. This year's honorees are:*

- *Jen Breen Rose-Wood, BHS English*
- *Malcolm Cawthorne, BHS Social Studies*
- *Teresa Gallo-Toth, Runkle Librarian*
- *Marie Leman, Lawrence 3<sup>rd</sup> grade*
- *Greg Porter, Lawrence Social Studies*
- *Jan Preheim, Lincoln 5<sup>th</sup> grade*

*Each honoree gave a talk about why they teach and why they continue to teach. A common theme among the six teachers was what students have taught them and particularly the shifts in their approach and teaching that resulted from student input. These were deeply felt pieces that uncovered the personal stories behind the everyday work of these six accomplished educators. I would also like to acknowledge and thank BHS English teacher John Andrews who gave incredible support to each Metzger Fellowship awardee in the development of their reflections.*

#### **Office of Student Services Update**

*One of the yearlong priorities for the Office of Student Services is to assess and realign resources including how we use our budget, how people are utilized, and how time is spent. As one part of this process, Deputy Superintendent Zimmerman has adjusted staff evaluation assignments so administrators have more equitable caseloads and to allow for content specialists to be partnered with administrators with similar backgrounds.*

*Deputy Superintendent Zimmerman has also been focusing early this year on building relationships with families of students with disabilities by listening to and learning from them. Recently he met with parents of students with autism at a local coffee shop to discuss the needs of these students and their families. Also, the Brookline Special Education Parent Advisory Council (SEPAC) has scheduled a family engagement night at Town Hall on October 19 from 7:00 p.m. to 8:30 p.m. where they will be meeting with the Deputy Superintendent. The agenda for this meeting was created with direct input from families through a survey asking for input on what topics parents and guardians want to discuss with Mr. Zimmerman. OSS has also sent home the DESE Family Engagement parent survey requesting family feedback around special education services in multiple languages. Our district website has also been updated to allow for parents to participate via an online version of this survey. Two hundred completed surveys have already been submitted.*

*During the past month, OSS and the Brookline Community Mental Health Center have had a series of meetings to revise our contract and update the scope of services so it is better aligned with our district goals and priorities. We anticipate finalizing the agreement in October.*

#### **Update on our Response to the Graffiti in Cypress Field**

*In our ongoing response to the graffiti on Cypress Field three weeks ago, we are partnering with the Anti-Defamation League to bring their Peer Training Program to Brookline High School. This program is described by the ADL as one where:*

*“ . . . young people assume leadership roles in efforts to create respectful and inclusive school communities. An underlying principle of the institute is that learning about social justice issues is a lifelong process. By engaging in this process, Peer Trainers learn how to effectively respond when they hear racial slurs, name-calling, and put-downs in the hallways, lunchrooms and classrooms of their schools. They also develop skills to lead interactive discussions and workshops for their peers and younger students. The A World of Difference institute Peer Training Program provides Peer Trainers with the training and resources to design and lead interactive programs that promote an environment that is respectful and civil.”*

*Interim Headmaster Anthony Meyer and I are incredibly excited about this partnership, as it is another important step in our work to ensure BHS is an open and inclusive school where all members of our community feel welcome and safe. Mr. Meyer and I are meeting with members of the ADL on Thursday, October 13 to finalize the details of our partnership and plan the very important next steps of our work together. Mr. Meyer and I will update the committee on the progress of the partnership once the initial cohort of students complete their three day peer training.*

**5. PRESENTATIONS AND DISCUSSIONS OF CURRENT ISSUES**

**a. Report on Capital Improvements Program (CIP) and Repair and Maintenance Projects**

Director of Public Buildings Charlie Simmons presented a report on the Capital Improvements Program and repair and maintenance projects. Mr. Simmons provided an overview of work done at the schools and presented slides showing various projects: energy conservation (LED Lighting) at the Pierce and Driscoll Schools; a ramp at Baldwin School; painting, a new Brookline Adult and Community Education office, masonry repairs, and a greenhouse roof at Brookline High School; masonry at the Unified Arts Building; a new overhang and wall repairs at the Lynch Recreation Center; a new loft room, new cubicles, and repointing at Pierce School; painting at Lawrence School; the Heath School Computer lab; painting at Driscoll School; updated spaces, new bubblers and a Transformer Pad at Upper Devotion; the transformation and opening of Lower Devotion at 30 Webster Street; and the Devotion renovation project. All of the School Committee members expressed their appreciation to Mr. Simmons and the building staff for the amazing work done to get the schools ready for opening day.

**b. School Committee Discussion of 9<sup>th</sup> Elementary School and Brookline High School Building Committees Appointment Process and Proposed Vote**

Mr. Pollak referred to Mr. Bott's October 3, 2016 memo regarding a Request for Brookline High School and 9<sup>th</sup> Elementary School Building Committees (Attachment D), which states, in part, that *“due to the fact these school construction projects will not partner with the Massachusetts School Building Authority (MSBA), the make-up of their building committees will not be dictated by MSBA. After reviewing the Town By-law with Town Counsel and as a follow-up to the May 19, 2016 School Committee meeting with our former Interim Superintendent Joe Connelly, I request the School Committee and the*



*Building Commission expand the composition of the committee membership for each project. A School Committee vote endorsing this composition will be shared with the Board of Selectmen and the Building Commission."*

Mr. Pollak explained that there is nothing in the Town By-laws about building committees and under Article 3.7 of the Town By-laws, town building projects are under the purview of the Building Commission. The Devotion project had a building committee as a requirement of the MSBA. The School administration consulted with the Building Commissioner in developing the proposed composition of the Building Committees. We are recommending that the Building Committee be advisory to the Building Commission and have three co-chairs representing the Building Commission, the Board of Selectmen, and the School Committee.

Dr. Jackson asked for clarification on the next step and the role of the Building Committee. Mr. Pollak stated that the School Committee's recommendation will be forwarded to the Building Commission, which meets next week. Creation of a Building Committee would be under the Building Commission's purview. The Committee would be advisory on all matters related to the process. Dr. Jackson suggested that we clarify the purpose of the Building Committee in the request. In response to a question, Ms. Ditkoff stated that the Building Committee would be subject to the Open Meeting Law. Ms. Stone asked who will be writing the Building Committee's Charge. She suggested changing Neighborhood Representative to Community Representative. Ms. Stone suggested adding a Student Representative elected by the Student Legislature to the BHS Building Committee. Ms. Ditkoff noted that adding a student may make it difficult to schedule meetings. Ms. Charlupski and Dr. Jackson strongly agreed with Ms. Stone's recommendation to add a student. In response to a question from Ms. Ditkoff, Ms. Dunn stated that the Building Commission will determine whether the School Committee will need to take subsequent votes to appoint members to the Building Committees. School Committee members asked for clarification on who will charter the Committees into existence and who will create Charges. Ms. Stram suggested that the Charges explicitly state that the Committees will engage and gather input from various constituencies, e.g., the larger student body and the faculty.

**ACTION 16-66**

On a motion of Ms. Stone and seconded by Dr. Jackson, the School Committee VOTED UNANIMOUSLY to endorse creation of a 9<sup>th</sup> Elementary School Building Committee and a Brookline High School Building Committee to advise the Building Commission, the Board of Selectmen, and the School Committee as these projects move forward (as constituted in the October 3, 2016 memo from Superintendent Andrew Bott, as amended by 1) changing Neighborhood Representative to Community Representative; 2) adding Student Representative to be elected by the Student Legislature to the recommended composition of the BHS Building Committee; and 3) adding language that each Board name a Co-Chair from its Board and that the three Co-Chairs name individuals for these slots.

**c. School Committee Discussion of 9<sup>th</sup> Elementary School Site Options**

School Committee members discussed the 9<sup>th</sup> Elementary School site options. Dr. Jackson asked for clarification on the potential use of the shared parking area on the Soule site as a drop-off and pickup zone. (The JLA Report states *“To potentially minimize traffic impacts, a fourth scheme, D, was recently added to study the possibility of utilizing the shared parking area on the Soule site as a drop-off and pick-up zone with access from Woodland. Scheme D does address this problem, but it should be noted that even with its revised site access location, the problems of congestion added to the Hammond Street intersections would still be of great concern to the traffic engineer. Additionally, this solution would likely create a change to the current Article 97 use of the Soule site, and would require approval from the Parks and Recreation Commission, Conservation Commission, Town Meeting, Massachusetts Executive Office of Energy and Environmental Affairs, and the State Legislature.”*)

Ms. Scotto stated that she is concerned that Baldwin would not be a walkable school. Not many children live in the neighborhood. Many children would be driven to school or bused and this would exacerbate the traffic problems. We will be paying for increased busing well into the future. Ms. Ditkoff noted that we do not know which option will require more system-wide busing. Ms. Charlupski noted the availability of public transportation near Baldwin and that we have traffic issues throughout town. Hammond Street is primarily problematic in the morning. Can we find a way to work around that? There is no perfect solution. Ms. Stram noted that we are making a decision for the next 50 to 100 years. Focusing the decision on where the students live now may not make sense.

Ms. Stone expressed frustration with the focus on the construction process and immediate issues rather than on creating a vision of the future of the schools and of Brookline. The decision should be based on what is the best site, not on what can be “sold” to the voters. The decision is being made without a sense of possibilities for the high school project. She sees Baldwin as a great possibility for an extension to the high school, noting its location within the town and access to fields and public transportation. Ms. Stone stated that she grew up in New York City and is accustomed to rooftop play space. Ms. Ditkoff stated that the process does show vision in that the Town has said it wants neighborhood K-8 schools. There is disagreement at logistical levels, not at the vision level. Ms. Ditkoff noted that there are real cost trade-offs with the sites. Ms. Stone stated that, in general, she weighs the Location Factors more heavily than other factors on the Matrix.

Dr. Jackson stated that the Matrix helps us think about the kinds of things we should be considering, but does not provide underlying assumptions and definitions. In response to a question from Dr. Jackson, Ms. Charlupski stated that the members of the Board of Selectmen have stated that they would not consider a Village site proposal without a supermarket. Ms. Charlupski stated that she is concerned with the amount of time and effort it could take to acquire the Village site.

Ms. Stone referred to comments made by an Advisory Committee member regarding the possible financing of a school at the Village site. It is the most challenging site, but they have not heard compelling arguments that the other sites are better. She does not think it makes sense to place another elementary school at Baker. We know that children probably are not going to live around Baker to the same degree as the other schools. We will be busing students from two districts that are not as crowded as others. The need is in North Brookline and this would not solve the North Brookline problem. Perhaps Baker could be expanded like Devotion, with Massachusetts School Building Authority participation. Ms. Ditzoff noted that at this point we do not know how many children would be able to walk or would be bused for any of the sites.

Mr. Pollak stated that if were to do two projects, it would probably be easier to do the second balancing piece by expanding Baker. Mr. Chang noted that there was likely angst when our existing schools were built, but they are all great schools. Mr. Pollak stated that the Matrix needs to show the real cost range for the Village site. Risk is a separate issue. He noted that the Civic Moxie consultant characterized the site as highly attractive to a supermarket operator. Mr. Chang stressed the potential risk in terms of time and cost. Ms. Charlupski asked that JLA clarify what is reflected in the Village site cost estimates. Mr. Glover agreed with Mr. Chang regarding the risk. Ms. Charlupski asked for clarification on the differences in size between the base and expanded Baldwin sites.

Mr. Pollak noted that the original Request for Qualifications asked that each site be examined for fit for a variety of programs. The charge was adjusted to test fit whether each site could accommodate an 800-student school. It is difficult to debate the sites and make a decision without talking about the type of capacity we would be building for at the sites. He is not comfortable envisioning building for 800 students at Baldwin or 1,600 students at Baker. He thinks it is unlikely we would get to either of those outcomes and he does not think we will build less than a 3-section school. The discussion of the Baker site has focused on having 1,600 students at the site, but we don't yet have a precise program. He is fairly convinced that a full four-section school at Baldwin would be too much. Perhaps this should be part of the discussion with the Board of Selectmen. Dr. Jackson agreed. Mr. Pollak noted that he is not sure he would support a four-section school at the Village site either. We have substantial need in both North and South Brookline. There is tension between building to the capacity we need and getting it done vs the unknown and possible expense of building in both ends of town.

Ms. Ditzoff noted that the School Committee and Board of Selectmen are scheduled to meet on October 13, 2016 to vote to select a site. She encouraged members to be prepared to express what they believe to be the pros and cons of each site and their rationale for voting one site over the others.

## **6. NEW BUSINESS**

There was no new business to discuss.

**7. PROPOSED EXECUTIVE SESSION**

By unanimous roll call vote at 9:35 PM, the School Committee entered into Executive Session for Purpose 3, to discuss strategy with respect to collective bargaining (Brookline Educators Union-Units A, B, and Paraprofessionals and AFSCME-Brookline Educational Secretaries Association-BESA). By unanimous roll call vote at 10:20 PM, the School Committee reconvened in Open Session.

**8. POSSIBLE SCHOOL COMMITTEE ACTIONS**

- a. Consideration and Possible Vote on the 1-Year Collective Bargaining Agreement with the Brookline Educators Union (BEU) Unit A, covering the period from September 1, 2015-August 31, 2016**
- b. Consideration and Possible Vote on the 3-Year Collective Bargaining Agreement with the Brookline Educators Union (BEU) Unit A, covering the period from September 1, 2016-August 31, 2019**

Ms. Stone made the following statement:

*I am pleased to bring these memoranda of agreement to the Committee for our Unit A educators (the largest of our bargaining units covering classroom teachers and other educators who have daily responsibility for curriculum and guidance). Let me start by thanking everyone on the two negotiating teams that gave hugely of their time over the past 15 months to get us to this point – in particular, I want to say what a pleasure it has been to chair a team with Michael Glover, Elaine O’Sullivan, Mary Ellen Dunn, and our labor counsel Liz Valerio of Deutsch Williams. I think special thanks are due to the more recent efforts and guidance of Superintendent Bott, and we appreciate the determination and strong guidance of our mediator, Heather Bevalacqua.*

*One of the key accomplishments of this agreement is that we were able to forge a 4-year agreement by settling another 1-year contract, and then agreeing to a subsequent 3-year contract. Not going back into negotiations in early 2018 was something both this School Committee and our community of parents sincerely hoped for, and I’m very happy that we accomplished that.*

*The first one-year agreement covers the school year 2015-2016, otherwise known as last year. The second agreement takes us from 2016 through August 31 of 2019.*

*I should add that good faith bargaining requires the BEU is to bring these agreements to its members for a vote, and I look forward to that happening expeditiously.*

*I also want to clarify that each of the BEU bargaining units is negotiated separately, and as you know, we are still in mediation to settle Unit B and Paraprofessionals. No one unit’s agreement is contingent on agreements on the others.*

*We will vote those two agreements separately, but first I want to give some detail about what is in these agreements and where they are responsive to the School Committee’s strategic goals as well as responsive to the concerns of teachers.*

*First, the general wage agreements:*

*In the first year agreement, consistent with our commitment to the voters, the general wage increase is \$785 for every member of the bargaining unit. The BEU introduced the idea of a flat dollar increase because it favors those on the lower steps of the scale, and we were pleased to be able to agree to that approach. The amount, when calculated across the Unit A members, is roughly equivalent to a 1% overall increase.*

*The three-year agreement (covering the current school year and the next two following) has:*

*2016-17: \$1600 increase on all steps (=2%)*

*2017-18: 2% on all steps*

*2018-19: 1% increase at beginning of year; 2% at mid-year (a 2% budget payout for that year; with an effective increase of 3% on the base going forward).*

*In addition, we have agreed to increase the hourly rate that is paid for a teacher's attendance at or leadership of a workshop run by the district. Workshop rate increased to \$33/hour for participants and to \$38.50/hour for leaders, about a 3 ½ % increase in those rates.*

*We did not address changes to the stipends table, but have a reopener pending recommendations from a separate Stipend Committee that is finishing its work.*

*There are also a number of issues addressed in the contract language.*

*First to the issues prioritized by the BEU:*

*All elementary teacher Prep periods will be a minimum of 40 minutes in length (5/week) (increases one prep per week from 30 minutes to 40 minutes).*

*We have agreed to establish a Committee on Workload and other issues that will be co-Chaired by our Deputy Superintendent for Teaching and Learning and by a Unit A member appointed by the BEU. The Superintendent and the BEU will each appoint a total of 4 educators to this committee which will have broad rights to review, discuss, and make recommendations on issues such as: review of new initiatives, such as the purpose for the initiative, readiness for the initiative including infrastructure and/or technology requirements, training, and support, and timing of implementation; paperwork and work load issues; caseload for non-classroom personnel/specialists, including direct and indirect services to students; duty free lunch; prep time; and collaboration time.*

*Classes with >65 students (e.g., chorus) and only one compensated adult in the room may request and shall be granted a second compensated adult.*

*Priorities for the School Committee agreed to:*

*Superintendent may have up to 15 discretionary placements on the salary schedule at hire (increase from 10 to 15) – this is really important for the efforts we are making to*

*attract a more diverse workforce to Brookline and our ability to hire for hard-to-fill positions.*

*The Public Schools of Brookline (PSB) may elect to add an extra Professional Development (PD) day for some or all teachers before or during the school year that would be mandatory if planned. For implementation year 17-18, this day is at NO COST to the PSB. For any such days beginning in 18-19, attendees would be paid their per diem rate to attend.*

*Notice to non-renew non professional teacher status (PTS) teachers shifts from April 15 to May 1, which give us more time to look at our needs for the new year.*

*Finally, both sides recognized the importance of additional days in the workyear for Nurses and Educational Team Facilitators, and this MOA allows those days, which gives us needed flexibility to staff and train for our special education services.*

*New Reductions in Force (RIF) language in response to changes in the state law  
In recognition of the coming enrollment squeeze at the high school, we also have a reopener should it be necessary in the future to discuss the high school schedule and work day for teachers.*

**ACTION 16-67**

On a motion of Ms. Stone and seconded by Mr. Glover, the School Committee VOTED UNANIMOUSLY to approve the Memorandum of Agreement with the Brookline Educators Union Unit A signed September 20, 2016 and covering the period September 1, 2015 until August 31, 2016 (Attachment E).

**ACTION 16-68**

On a motion of Ms. Stone and seconded by Mr. Glover, the School Committee VOTED UNANIMOUSLY to approve the Memorandum of Agreement with the Brookline Educators Union Unit A signed September 20, 2016 and covering the period September 1, 2016 until August 31, 2019 (Attachment F).

**9. ADJOURNMENT**

Ms. Ditkoff adjourned the meeting at 10:35 PM.

Respectfully Submitted,

Robin E. Coyne, Executive Assistant  
Brookline School Committee